

SEATTLE AGAINST SLAVERY

EXECUTIVE DIRECTOR



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ABOUT THE ORGANIZATION

Seattle Against Slavery is a 501 (c)(3) nonprofit organization that aims to end sexual exploitation in our communities by changing culture through prevention, intervention, and transformation. We envision a world where no one is exploited for sex. We work towards this vision through our three flagship programs: Education, Technology, and Men's Accountability.

Our three strategic priorities are:

- **Prevention:** We engage youth in the anti-violence movement, increasing the number of people who are educated about exploitation.
- **Intervention:** We create technology that connects victims and survivors with advocates who offer help and hope.
- **Transformation:** We establish pathways for justice and accountability among men who have caused harm.

Founded in 2009, Seattle Against Slavery is based in Seattle and just celebrated its 12-year anniversary! We are proud of our growth and impact over this time, starting out as a grassroots community mobilization agency to a now stable and thriving organization poised for growth in the coming years. Seattle Against Slavery has a current team of 8 staff and is forecasting \$850,000 in revenue for 2021. Upon a year of reflection, in October 2021, we will launch a new identity to update our brand to better align with our mission and aspirational vision. To learn more about our new mission and values, visit [here](#).

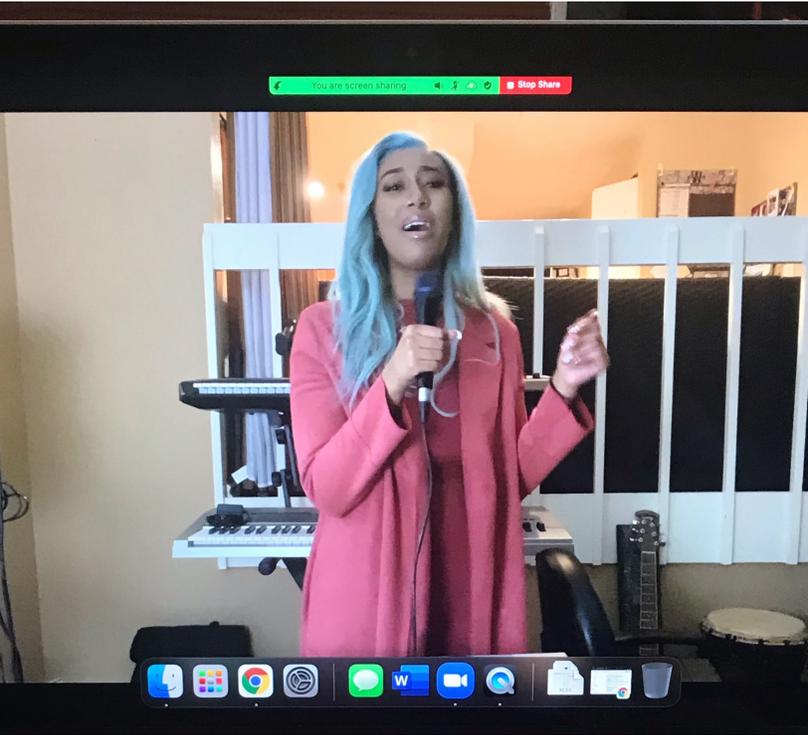


THE POSITION

Seattle Against Slavery is seeking an Executive Director to lead and advance the impact of the organization and amplify its new brand. The Executive Director will oversee and manage all aspects of the organization, including day-to-day operations, administration, facilities, finance and budget management, branding and marketing, people management, fund development and long-term funding strategies, and serves as a leader in the wider anti-trafficking community in Washington State and nationally. The Executive Director partners with, reports to, and is accountable to the Board of Directors, currently at 8 members, and fosters the relationship between the Board and the Staff.

This position is an excellent opportunity for an experienced leader with a passion and commitment to anti-trafficking and skilled in systems thinking, social justice work and growing an agency. Seattle Against Slavery is unique in its priority program areas of Education, Technology and Men's Accountability. This, along with 12 years of demonstrated impact, a committed and mission-driven staff, a dedicated and engaged board, and strong partners, makes for an exciting and gratifying place in which to lead and grow.





OPPORTUNITIES FOR IMPACT

Candidates will be evaluated on the full range of their lived and learned experience, professional background, volunteer activities and direct and transferable skills. Seattle Against Slavery seeks candidates with a compelling combination of demonstrated experience and skills in some or all the following areas:

- Experience serving as a CEO, Executive Director or senior staff member of an organization, division, or department of similar size with preference given to those with exposure to anti-trafficking and anti-exploitation movements or related human rights causes such as gender equity, criminal justice reform, or social services.
- A relevant degree in business or social work or equivalent combination of work and lived experiences.
- Action-oriented, entrepreneurial, adaptable, and innovative approach to business planning.

OPPORTUNITIES FOR IMPACT

- Foster professional development of a high-performing staff; promote and continuously uplift the staff as leaders in the work and the organization.
- Work with the Board of Directors and Staff to finalize and lead the execution on a 3-year strategic plan.
- Elevate Seattle Against Slavery's new brand profile in the community towards increasing private funds, developing new communications strategies, and deepening relationships with supporters, partners, and funders.
- Bring systems thinking and process knowledge to an organization that is primed for growth.
- Implement consistent accounting and budget management policies and procedures.
- Engage a diverse Board of Directors, supporting committee development to leverage current board members' skills and experience and deepen Board involvement.
- Be a champion of social justice within the organization and in service to the communities, and in all that we do.

COMMITMENT TO

- Seattle Against Slavery's vision to a world where no one is exploited for sex.
- Creating a strategic plan for Seattle Against Slavery and expressing conviction for that vision to community partners, donors, city officials and other stakeholders
- Engaging funders in the vision to help meet the growth and acceleration of programs.
- Engaging staff, board, volunteers, and other stakeholders equitably and with cultural humility.
- Promote and instill social justice in all that we do.

ABILITIES TO

LEADERSHIP AND MANAGEMENT

- Effectively lead and manage organizational growth and change while retaining culture.
- Bring creative energy to a strategic planning process and inspire enthusiasm in board and staff around developing the strategic plan.
- Effectively manage, uplift, mentor and inspire confidence in the staff and board.
- Uphold ethical standards, including honesty, integrity, compassion, empathy, inclusiveness, anti-racism, and understanding to the needs and perspectives of the diverse communities Seattle Against Slavery serves.
- Lead, motivate and support a remote team with technology skills and confidence using software tools to document and facilitate remote work.
- Partner with a Board of Directors and cultivate existing board member relationships.

FUNDRAISING AND COMMUNICATIONS

- Identify and secure new sources of funding, and lead fundraising activities to support existing program operations and expansion of programs.
- Effectively communicate to a variety of audiences to develop strong ties in the anti-trafficking community, effectively share program successes, and create long term brand vision; engage in online marketing and brand development.
- Maintain frequent connections with stakeholders and form new relationships, representing the Seattle Against Slavery mission and brand to the greater community.

FINANCE AND OPERATIONS OVERSIGHT

- Experience building, managing, and executing an organization's budget and finances, including P&L oversight and budget development and financial report generation on overall financial and operational health to be shared with the Board of Directors.
- Plan and forecast the organization's financial and operational capacity toward program acceleration.
- Bring systems thinking and process knowledge, effective implementation and evaluation, and constant improvement to Seattle Against Slavery operations and programs.
- Have strong aptitude for prioritization, with a clear understanding of risk and impact.

SALARY AND BENEFITS

This is a full-time exempt position with a salary range of **\$95,000 - \$130,000**, depending on experiences. Seattle Against Slavery offers a generous benefits package including medical, dental, 401K, and generous vacation and sick leave.

Location: Seattle Preferred. The organization is currently working remotely during the pandemic with hopes to return to an office space in the future. Most of its staff is in the Seattle area, but they also have remote workers as a core part of their team.

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TO BE CONSIDERED

The position is open until filled with a priority application deadline of **June 25, 2021**. Candidate materials are reviewed on an on-going basis and candidates are encouraged to apply as soon as is practical. The Lead Search Consultant will begin initial interviews by early/mid-June. Please submit a resume and a two-page (or less) cover letter that describes how your work or lived experience makes you a good fit for this role. Address to the ED Search Committee and send at: <https://valtasgroup.recruiterbox.com/jobs/fk0ugac>

Please upload the resume and cover letter as a single, combined WORD or PDF document.

You may direct questions to **Liz Swanson** at liz@valtasgroup.com or **425.761.6721**.

Equal Employment Opportunity

Seattle Against Slavery is committed to equal opportunity and promotes equity and transparency as core values. Seattle Against Slavery practices inclusiveness in decision making through the use of consultation with employees throughout the organization. Seattle Against Slavery does not discriminate against any person on the basis of actual or perceived race, color, religion, national origin, ancestry, citizenship status, age, ability, gender, marital status, veteran status, sexual orientation, or any other characteristic protected by applicable federal, state or local laws. Applicants committed to equity from all backgrounds, experiences, abilities and identities, and in particular those from communities disproportionately impacted by trafficking and survivors, encouraged to apply.





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We are proud of our work as [Interim Executive Directors](#), supporting our clients in times of transition. Our deep experience helps organizations navigate uncertainty during leadership change. We [lead the search process in partnership with the board](#) and staff leadership, as consultants for [recruiting and search](#) to support your organization as you identify the ideal Executive Director or leader for your future. We partner with board members and senior nonprofit leaders on a variety of strategic consulting assignments.

Valtas Group has a variety of comprehensive resources to guide your transition needs. [Contact us](#) to learn about our [executive interim and placement services](#) and keep your organization moving during any transition or major change.

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